	Level I	Level 2	Level 3	Level 4
Levels of Project Leadership	Technical Engineer/Project Team Member	Subsystem or Small Project System Engineer or Project Manager	Major System or Project System Engineer or Project Manager	Program or Large Project System Engineer or Program Manager
Description of Role/ Responsibility	Performs fundamental and routine activities while supporting a Level 2–4 system engineer or project manager as a member of a project team.	Performs as a system engineer or project manager for a simple project or subsystem to a larger effort (e.g., no more than one or two simple internal/external interactions, simpler contracting processes, smaller team/budget, shorter duration).	Performs as a system engineer or project manager of a more complex project (multiple distinct subsystems or other defined services, capabilities, or products) with associated interactions.	Performs as a system engineer or program manager of very large, complex project with multiple internal/external interactions.
Level of Expertise (LEO)/Competency	Practitioners have obtained a working knowledge of technical integration, system engineering, and project management concepts and tools and have performed tasks and activities to support and contribute to a project. They demonstrate an awareness and understanding of NASA's system engineering (SE) and project management (PM) tools, techniques, and lexicon.	Practitioners have participated in or led PM activities such as requirements development, budget and schedule development, and risk management and/or will have had sufficient experience and responsibility required to prepare them to lead SE and technical integration activities on a subsystem or small project. They must demonstrate the application of SE/PM tools, techniques, and lexicon at the project subsystem level, including use of SE/PM best practices.	Practitioners have taken a significant leadership role in multiple phases of a project life cycle, managing programmatic and technical aspects and/or managing all technical integration and SE functions for a subsystem or small project that would prepare them for a technical leadership role in support of a major system or project. They demonstrate the integration of SE/PM tools, techniques, and best practices across subsystems at the project level.	Practitioners will have contributed to Agency goals and be effective in managing programmatic, technical, and strategic interactions both internal and external to the Agency. They will have demonstrated superior competencies in all formulation and implementation System Engineering/Project Management activities.
Level of Expertise (LEO)/Competency	Practitioners have obtained a working knowledge of technical integration, system engineering, and project management concepts and tools and have performed tasks and activities to support and contribute to a project. They demonstrate an awareness and understanding of NASA's system engineering (SE) and project management (PM) tools, techniques, and lexicon.	Practitioners have participated in or led PM activities such as requirements development, budget and schedule development, and risk management and/or will have had sufficient experience and responsibility required to prepare them to lead SE and technical integration activities on a subsystem or small project. They must demonstrate the application of SE/PM tools, techniques, and lexicon at the project subsystem level, including use of SE/PM best practices.	Practitioners have taken a significant leadership role in multiple phases of a project life cycle, managing programmatic and technical aspects and/or managing all technical integration and SE functions for a subsystem or small project that would prepare them for a technical leadership role in support of a major system or project. They demonstrate the integration of SE/PM tools, techniques, and best practices across subsystems at the project level.	Practitioners will have contributed to Agency goals and be effective in managing programmatic, technical, and strategic interactions both internal and external to the Agency. They will have demonstrated superior competencies in all formulation and implementation System Engineering/Project Management activities.
Validation of Levels	Practitioner's immediate supervisor.	Center Peer Group and PMDP/ EDP panel.	Center Peer Group and PMDP/EDP panel.	Center Peer Group, PMDP/ EDP, and Agency-wide panels.
Learning and Development Emphasis	The emphasis at Level I is knowledge and understanding of technical integration, SE, and basic project management.	The emphasis at Level 2 is leadership application and participation in SE/PM.	The emphasis at Level 3 is the directing, structuring, and integration activities of SE/PM.	The emphasis at Level 4 is on the strategy for SE of large complex initiatives and the strategy and management of Agency initiatives.
Required APPEL System Engineering (SE) Courses	VMS 100 FOU 100, 120, 150, 160 CL 100, 150 RM 100	ISE 200, 210, 220, 230, 240 Select two from VMS 200-250 RM 200 CL 200, 250	TBD	TBD
Required APPEL Project	VMS 100 FOU 100, 120, 150, 160	IPM 200, 210, 220, 290 Select two from VMS 200-250	SCL 300, 320, 350, 360 APM 300, 320, 350, 370	TBD

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Management (PM) Courses	CL 100, 150 RM 100	ISE 200, 220, 230, 240 RM 200 CL 200, 250	AST 300, 350	